

Setting Priorities for Future Programs and Faculty Positions

The UTIA Deans commit to fulfilling the Land Grant mission of the Institute of Agriculture. Attracting diverse, talented, innovative faculty to achieve cutting-edge research, to teach our next generation of leaders, and to better serve the citizens of our state and nation is essential. We will prioritize faculty hiring to best meet our missions of teaching, research, service, and extension. We believe in the value of working together, seeking broad faculty, staff and stakeholder insights on mission responsibilities, respecting the goals of each unit, and exploring synergies which result from collaborative effort.

Phase I Foundational Work

Organizing Committee

- Department Heads (8), Regional Extension Directors (3), Research and Education Center Representatives (2), facilitator
- Develop approach for priority setting exercise including ways to solicit and compile input, organize/conduct meetings
- Produce final report documenting process and identifying faculty priorities within individual departments

Background Reading: Roadmaps and Other Documents to Lay a Foundation for Planning

- [ESCOP Roadmap](#) and ECOP [Strategic Priorities](#) Documents
- [PCAST Report](#)
- [USDA – NIFA Strategic Plan](#)
- [Governor’s Rural Challenge](#)
- [Unleashing a Decade of Innovation in Plant Science: A Vision for 2015 to 2025](#)
- [Coalition for a Sustainable Agricultural Workforce](#)
- [A New Biology for the 21st Century](#)
- Others? (*Probably need to keep the list to 3 or 4 documents at most*)

Resources distributed to all administrators, faculty, and agents for reading and review 4 weeks prior to spring meeting.

Phase II Spring Meeting

Participants:

1. Deans/Assistant Deans
2. Department Heads
3. Regional Directors
4. Research & Education Center Directors
5. Leadership Team Leaders

6. Faculty and Agents

Introduction: Charge by Dr. Arrington to Establish Long Term Priorities for UTIA Programs and Positions

Speaker: Grand Challenges for Agriculture and Rural Communities.

- 1-hour presentation on significant trends, issues, and challenges being faced by farmers, families, and community leaders
- Nationally recognized speaker
- Webcast to enable anyone in UTIA to participate

Panel: Reactions from UTIA Faculty representing plants, animals, natural resources, and families.

- Points of agreement and disagreement
 - Tennessee perspectives on grand challenges
 - Other critical trends and issues
 - Building on UTIA's four pillars
 - Advancing academic excellence
 - Delivering discoveries
 - Promoting hands-on learning
 - Serving our communities
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Phase III: Local Discussions

Departments, Regional and County Extension, Research & Education Centers: Looking Ahead

- Review of Phase II Meeting, Key Ideas, Opportunities and Gaps Identified
 - Identify current strengths, topics or areas of need
 - Identify programs and needed faculty positions that
 - Fill a significant gap or void
 - Address a Grand Challenge
 - Position UTIA to be more competitive for extramural funds
 - Have the greatest long run impact on Tennessee
 - Enable UTIA to develop effective partnerships
 - Report compiled for the top 3 to 5 priority faculty positions for each department.
 - No more than one-third of a page describing each position
 - The approximate appointment (T, R, E) should be described
 - Possible sources of extramural funding available to support the position.
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Phase IV: Summer Meeting

Participants:

1. Deans/Assistant Deans
2. Department Heads
3. Regional Directors
4. Center Directors
5. Leadership Team Leaders

Discuss each department's top faculty priorities and possible collaborations.
